



# VICTORIA GOVERNMENT GAZETTE.

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[1948

Factories and Shops Acts.

## DETERMINATION OF THE FIBROUS PLASTERERS BOARD.

NOTE.—(i.) This Determination applies to the whole of the State of Victoria.

(ii.) Fibrous Plastering was proclaimed on 17th February, 1937, as an Apprenticeship Trade under the *Apprenticeship Act 1928* for the Metropolitan District.

Full particulars of the *Apprenticeship Regulations* for this trade may be obtained on application to the Secretary, *Apprenticeship Commission, Melbourne.* (Price 3d.)

IN accordance with the provisions of the Factories and Shops Acts the Wages Board which since the 14th April, 1937, has had the power to "determine the lowest prices or rates which may be paid to any person or persons or classes of persons employed in the process, trade or business of—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) fixing fibrous plaster on walls or ceilings of buildings;
- (c) architectural modelling;
- (d) preparing material for or making or fixing acoustic tiles moulded into slab form, and having an earth base;
- (e) manufacturing gypsum plaster board;
- (f) fixing gypsum plaster board on walls or ceilings of buildings."

has made the following Determination, namely:—

A. That as from the 8th January, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

### PART I.

B. This Part applies to persons employed wholly inside the employer's factory or workroom:—

- (a) manufacturing fibrous plaster, or making architectural ornaments of fibrous plaster, plaster, or cement;
- (b) architectural modelling;
- (c) preparing material for or making acoustic tiles moulded into slab form, and having an earth base;
- (d) manufacturing gypsum plaster board; or,
- (e) assisting at any of the operations mentioned in (a), (b), (c), or (d) hereof.

#### 1. WAGES.

* Apprentices.					Improvers.				
WAGES PER WEEK OF 40 HOURS.					WAGES PER WEEK OF 40 HOURS.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	29 9	0 10	0 9	31 4	Under 17 years of age	29 9	0 10	0 9	31 4
2nd " "	45 0	1 3	1 3	47 6	17 years of age	45 0	1 3	1 3	47 6
3rd " "	59 0	1 8	1 6	62 2	18 " "	59 0	1 8	1 6	62 2
4th " "	75 6	2 3	1 9	79 6	19 " "	75 6	2 3	1 9	79 6
5th " "	90 0	2 8	2 3	94 11	20 " "	90 0	2 8	2 3	94 11

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 13s. 9d. per week.

- (i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—  
One improver to every three workers receiving not less than 16s. 3d. per week.
- (ii) Any other class of work—  
One improver to every six workers receiving not less than 16s. 3d. per week.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of 18 years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

\*(a) Except those covered by the *Apprenticeship Act 1928*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK OF 40 HOURS.			
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non- adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board .. .. .	157 8	4 7	6 0	168 3
Persons engaged in preparing material for or making acoustic tiles moulded into slab form and having an earth base .. .. .	126 11	3 10	3 0	133 9
All others .. .. .	126 11	3 10	3 0	133 9

#### EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

(b) Employees { (i) Demolishing old ceilings, or .. .. . } shall, whilst employed at either class of work  
(ii) Erecting new ceilings on sites of old ceilings that have been .. have 3d. per square yard distributed  
demolished, or partly demolished or that collapse .. equally between them, in addition to  
the ordinary rates.  
(iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally  
between them in addition to the ordinary rates.

#### PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

#### TIME OF BEGINNING AND ENDING WORK.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each, Monday to Friday inclusive, between the hours of 8 a.m. and 5 p.m. The lunch hour shall be not less than one hour.

#### OVERTIME.

5. That the following rate shall be paid for all work done—

(a) Outside the hours fixed in clause 4 .. .. .  
(b) Within the hours fixed in clause 4 in excess of 40 .. .. . } Time and a half for the first two hours and thereafter double  
in any week .. .. . } time.

#### SPECIAL RATES.

6. (a) Allowances, as per clause 1, columns B, shall be made in addition to the wages set out in clause 1, columns A, as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.

(b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time; and all work done on a Saturday shall be paid for at time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, Labour Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

#### REST PAUSE.

7. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.

(b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

#### ANNUAL LEAVE.

8. The annual holiday shall be as prescribed by the *Factories and Shops (Annual Holidays) Act 1946—No. 5111*, and any amendments which may be made thereto from time to time.

#### PAYMENT OF WAGES.

9. (a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

#### PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

10. Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—

(a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,  
(b) If engaged, be deemed to have commenced work at the hour he presents himself for engagement.

#### TRANSPORT AT NIGHT.

11. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

#### MEAL MONEY.

12. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 2s. 6d.

## HOT WATER IN FACTORIES.

13. During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

## GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

## TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by the employer.

## TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

## DRESSING AND DINING ROOM.

17. A room for employees to use as a dressing and dining room, which shall include warming facilities and heating appliances for pre-cooked food shall be provided at all fibrous plaster establishments.

## PART II.

C. This Part applies to persons employed :—

- (a) wholly outside the employer's factory or workroom at any work covered by this Determination ; or,  
(b) partly outside, and partly inside the employer's factory or workroom at any work covered by this Determination.

This Part shall continue in force whilst the Building Trades of Victoria Award of the Commonwealth Court of Conciliation and Arbitration remains in force.

If and when the provisions of this Part cease to apply by virtue of the limitation prescribed in the previous paragraph, all employees covered by the said provisions will automatically be subject to the provisions of Part I. hereof.

Provided that in such case the provisions of clause 6, Allowances, of this Part shall be deemed to be included in Part I. hereof and shall remain in force.

1.

## WAGES.

* Apprentices.					Improvers.				
WAGES PER WEEK.					WAGES PER WEEK.				
—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.	—	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.		s. d.	s. d.	s. d.	s. d.
1st year's experience	29 9	0 10	0 9	31 4	Under 17 years of age	29 9	0 10	0 9	31 4
2nd " " "	45 0	1 3	1 3	47 6	17 years of age	45 0	1 3	1 3	47 6
3rd " " "	59 0	1 8	1 6	62 2	18 " " "	59 0	1 8	1 6	62 2
4th " " "	75 6	2 3	1 9	79 6	19 " " "	75 6	2 3	1 9	79 6
5th " " "	90 0	2 8	2 3	94 11	20 " " "	90 0	2 8	2 3	94 11

and thereafter the minimum wage.

PROPORTION (by any employer).

One apprentice to every three or fraction of three workers receiving not less than 178s. 7d. per week.

PROPORTION (by any employer).

(i) Preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base—  
One improver to every three workers receiving not less than 178s. 7d. per week.

(ii) Any other class of work—  
One improver to every six workers receiving not less than 178s. 7d. per week.

No person under the age of 18 years shall be employed on a single bench in the manufacture of plain fibrous plaster sheeting unless in association with a person over 18 years of age.

No person under the age of eighteen years shall be employed operating a hemp teasing machine in a fibrous plaster mill.

No person under the age of eighteen years shall be employed with only one adult worker in the process of lifting or fixing panelling or sheeting having an area of 4 square yards or more.

\*(a) Except those covered by the *Apprenticeship Act 1923*.

(b) The Board has determined that no person shall be taken as an apprentice in connexion with preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base.

OTHER EMPLOYEES.	WAGES PER WEEK.			
	Adjustable Rate. A.	Holiday Allowance. B.	Emergency Loading (Non-adjustable).	Total Weekly Wage.
	s. d.	s. d.	s. d.	s. d.
Persons engaged in architectural modelling or manufacturing architectural ornaments of fibrous plaster, plaster or cement, or manufacturing fibrous plaster or gypsum plaster board	165 3	7 4	6 0	178 7
Persons engaged fixing or stopping fibrous plaster or gypsum plaster board on walls or ceilings of buildings				
Persons engaged in preparing material for or making or fixing acoustic tiles moulded into slab form and having an earth base				

## EXTRA RATES.

2. (a) Foremen, i.e., employees in charge of work and who issue instructions to four or more men under them shall be paid as above with 6s. per week additional.

- (b) Employees { (i) Demolishing old ceilings, or ... } shall, whilst employed at either class of work  
 { (ii) Erecting new ceilings on sites of old ceilings that have been } have 3d. per square yard distributed  
 { demolished, or partly demolished or that collapse ... } equally between them, in addition to  
 { (iii) Employees demolishing or partly demolishing old walls shall have 1d. per square yard distributed equally } the ordinary rates.  
 between them in addition to the ordinary rates.

## PRO RATA PAYMENT.

3. Any person who works less than 40 hours in any week shall be paid not less than the ordinary wages rate calculated pro rata according to the number of hours worked.

## HOURS.

4. The ordinary hours shall be 40 per week to be worked in five days of eight hours each on Monday to Friday inclusive between the hours of 8 a.m. and 5 p.m. The lunch break shall be not less than one hour.

## OVERTIME.

5. That the following rate shall be paid for all work done—

- (a) Outside the hours fixed in clause 4 ... } Time and a half for the first two hours and thereafter double  
 (b) Within the hours fixed in clause 4 in excess of 40 ... } time.

An employer may require any employee to work reasonable overtime at overtime rates and such employee shall work overtime in accordance with such requirement.

## ALLOWANCES.

6. The following allowances shall be paid to persons employed outside the employer's usual place of business in connexion with fixing of fibrous plaster or acoustic tiles:—

- (a) For work done at a distance of over 30 miles from the "Centre" or for work done at such distance as prevents the employee from returning to his home the same night—  
 (i) 6s. 6d. per day extra, with a maximum of 35s. 9d. per week.  
 (ii) all fares necessarily incurred in travelling by the most economical means of transport by train or other public conveyance.  
 (b) For any other work an allowance in lieu of fares and travelling time from and to the "Centre" to and from the place of employment shall be paid as follows:—

	s.	d.
Up to and including 12 miles .. .. .	2	0 per day
Over 12 miles and including 20 miles .. .. .	2	6 per day
Over 20 miles and including 30 miles .. .. .	3	0 per day

Those allowances shall not be payable if the employer provides or offers to provide transport free of charge, in which case 1s. 4d. per day travelling allowance shall be paid.

"Centre" shall mean the Flinders-street Railway Station if the employer's usual place of business is within a radius of 10 miles therefrom, and shall, in all other cases, mean the employer's usual place of business.

## MEAL MONEY.

7. Any employee who is required to work overtime for more than two hours on any day and who has not been notified on the previous day that he would be required to work such overtime shall, unless provided with a reasonable meal by the employer, be paid an allowance of 2s. 6d.

## SPECIAL RATES.

8. (a) Allowances, as per clause 1, columns B, shall be made in addition to the wages set out in clause 1, columns A, as compensation for time lost on prescribed holidays. Such allowances shall be paid proportionately to the number of hours worked per week.  
 (b) For all work done on Sundays and prescribed holidays employees shall be paid at the rate of double time, and all work done on a Saturday shall be paid for at the rate of time and a half for the first two hours and double time thereafter.

The following are the prescribed holidays, viz.:—New Year's Day, Australia Day, Good Friday, Easter Monday, Anzac Day, King's Birthday, Labour Day, Melbourne Cup Day, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays double time shall only be payable for work done on the day so substituted.

## PAYMENT WHEN REQUESTED TO ATTEND FOR ENGAGEMENT.

9. Any employee who has presented himself for work, as requested by the employer or his responsible representative, shall—  
 (a) If not engaged, be paid a sum equal to the rate for two hours' work in addition to any expense necessarily incurred in travelling to and from the job; or,  
 (b) If engaged, be deemed to have commenced work at the hour he presents himself for engagement.

## TRANSPORT AT NIGHT.

10. Any employee who completes his work during the night after trams and other public conveyances have ceased to run shall, unless provided with means of transport by the employer, be reimbursed for any expense necessarily incurred in reaching his home.

## REST PAUSE.

11. (a) There shall be a rest period of ten minutes from the time of ceasing to the time of resuming work between the hours of 9.30 a.m. and 11 a.m. without deduction of pay.  
 (b) The employer shall provide facilities to enable the employees to obtain an adequate supply of boiling water at meal times and rest periods.

## ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946*—No. 5111, and any amendments which may be made thereto from time to time.

## HOT WATER IN FACTORIES.

13 During the months of May to September, inclusive, provision shall be made by employers in every factory for the provision and maintenance of an adequate supply of running hot water piped to the tubs for the benefit of employees engaged in hand-mixing plaster in cold water.

## GRINDING AND CLEANING TOOLS.

14. When an employee is discharged he shall be allowed a half-hour at ordinary rates for the purpose of grinding, cleaning, and transporting his tools. This clause shall only apply to employees whose tools are in good order when commencing work for any employer.

## TRANSMISSION OF SHEETS.

15. In any establishment in which fibrous plaster sheets are manufactured, suitable mechanical means for the transmission of such sheets from casting tables to racks must be provided by each employer.

## TERMINATION OF EMPLOYMENT.

16. Except where the conduct of an employee justifies instant dismissal, one hour's notice of termination of employment shall be given by either employer or employee, or one hour's pay shall be paid or forfeited in lieu thereof.

## DRESSING AND DINING ROOM.

17. A room for employees to use as a dressing and dining room, which shall include warming facilities and heating appliances for pre-cooked foods shall be provided at all fibrous plaster establishments.

## PAYMENT OF WAGES.

18. (a) Except in the case of persons employed outside a radius of 20 miles from the Flinders-street Railway Station, all payments of wages shall be made not later than five minutes after the time of ceasing work on Thursday. In the event of payment being made more than five minutes later than the time fixed above, the employee shall be paid all reasonable travelling expenses incurred and shall also receive payment at the prescribed rate for the time lost as a result of such delay in payment.

(b) Any employee whose service ends before pay time shall be paid at or before the time of its ending or by post or otherwise within 24 hours thereafter, provided that an employee who is entitled to a half-hour at ordinary rates in accordance with clause 14 shall be paid at the commencement of such half-hour. If wages are not paid in accordance with this provision an employee shall be paid as for ordinary working hours at the ordinary rate fixed in this Determination from the expiration of the said 24 hours until the wages are paid to the employee or his order or posted to his last known address.

## PART III.

D. This Part applies to all persons covered by the Determination.

## PERIODICAL ADJUSTMENT OF WAGES.

1. The wages rates set out in clause 1 of Part I., and clause 1 of Part II., are based upon the following basic wage and, pursuant to and in accordance with the provisions of section 21 of the *Factories and Shops Act 1934*, the Board hereby determines that such rates shall be automatically adjusted as prescribed in clause 2 of this Part. Provided that the wages of apprentices and improvers shall be adjusted proportionately to adjustments of the basic wage, such adjustments to be to a 3d., 6d., 9d., or a 1s., any fraction of 3d. to be taken to the next higher 3d.

## Basic Wage.

Place.	Needs Basic Wage (Adjustable).	Loading Constant.	Total Basic Wage.	Index Number Set Assigned.
	£ s. d.	s. d.	£ s. d.	
Throughout the State .. .. .	5 3 0	6 0	5 9 0	Melbourne

## ADJUSTMENT OF BASIC WAGE.

2. (a) For the purposes of this Determination, the expression "Commonwealth Statistician's 'all items' retail price index numbers," or any like expression means the numbers stated to be such index numbers in any document purporting, and not proved to be wrongly so purporting to be printed by the Commonwealth Government Printer or to be signed by or on behalf of the Commonwealth Statistician.

(b) Until the beginning of the first pay period to commence in February, 1948, the amounts of the Basic Wage shall be as prescribed in clause 1 of this Part.

(c) During each future successive period beginning with the first pay period to commence in a February, a May, an August, or a November, the amount of the needs basic wage shall be adjusted by the following method, namely, by multiplying the last published Commonwealth Statistician's "all items" retail price index number by the factor .087 taken to one place of decimals, the resultant whole number being the amount of the basic wage expressed in shillings, but should the decimal number reach .5 or more the basic wage shall be taken to the next higher shilling.

A. V. BARNS, J.P., Chairman.

J. W. RYAN, Secretary.

Melbourne, 16th January, 1948.

